DOCUMENT RESUME

ED 339 450 JC 920 013

TITLE Fall 1991 Salary Survey Report for the Illinois Public Community Colleges.
INSTITUTION Illinois Community Coll. Board, Springfield.
PUB DATE Jan 92
NOTE 48p.
PUB TYPE Reports - Research/Technical (143) -- Statistical Data (110)

EDRS PRICE MF01/PC02 Plus Postage.
DESCRIPTORS *Administrators; *College Faculty; *Community Colleges; Faculty Workload; Fringe Benefits; Full Time Faculty; Part Time Faculty; Public Colleges; *Salaries; *School Personnel; State Surveys; Teacher Salaries; Two Year Colleges
IDENTIFIERS *Illinois

ABSTRACT

Information on the fall 1991 salaries and benefits of faculty, staff, and administrators employed in the Illinois public community college system is presented in this report. After an introductory summary of the report, statewide and instructional data are provided on the following topics: (1) fiscal year (FY) 1992 contractual base salaries for full-time faculty; (2) FY92 part-time faculty salary rates and full-time faculty overload and summer term rates; (3) salaries based on FY92 salary schedules for full-time faculty with a master's degree; (4) institutional policies related to faculty salaries and contracts; (5) FY92 contractual base salaries for non-teaching and administrative staff; (6) salaries paid to selected administrators during FY92; (7) fringe benefits for full-time employees; (8) FY92 mean percentage salary increases; (9) FY91 total salary actually paid; and (10) statewide average annual contractual salaries and salary percentage increases for FY88 to FY92. Highlighted findings indicated that the weighted average salary for full-time faculty on a 9-month contract was $42,958, for administrators on a 12-month contract was $49,884, and for non-instructional staff on a 9-month contract was $40,726. The value of fringe benefits paid for these three employee groups was $3,851, $4,337, and $3,698, respectively. (JMC)

****
* Reproductions supplied by EDRS are the best that can be made *
* from the original document. *
****

ED339450

Fall 1991 Salary Survey Report for the Illinois Public Community Colleges

"PERMISSION TO REPRODUCE THIS MATERIAL HAS BEEN GRANTED BY

V. K. McMillan

TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)."

U.S. DEPARTMENT OF EDUCATION
Office of Educational Research and Improvement
EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

☐ This document has been reproduced as received from the person or organization originating it.

✚ Minor changes have been made to improve reproduction quality.

• Points of view or opinions stated in this document do not necessarily represent official OERI position or policy.

Illinois Community College Board
509 South Sixth Street, Room 400
Springfield, Illinois 62701-1874
Telephone: (217) 785-0123
January 1992

Printed by Authority of the State of Illinois

JC 920 013

BEST COPY AVAILABLE

Illinois Community College Board

FALL 1991 SALARY SURVEY REPORT FOR THE ILLINOIS PUBLIC COMMUNITY COLLEGES

TABLE OF CONTENTS

	Page
Introduction	1
Section I - Fiscal Year 1992 Contractual Base Salaries for Full-Time Faculty at Illinois Public Community Colleges	2
Section II - Fiscal Year 1992 Part-Time Faculty Salary Rates and Full-Time Faculty Overload and Summer Term Rates at Illinois Public Community Colleges	5
Section III - Salaries Based on Fiscal Year 1992 Salary Schedules for Full-Time Faculty with a Master's Degree at Illinois Public Community Colleges	7
Section IV - Institutional Policies Related to Faculty Salaries and Faculty Contracts at Illinois Public Community Colleges - Fiscal Year 1992	9
Section V - Fiscal Year 1992 Contractual Base Salaries for Other (Nonteaching) Professional Staff at Illinois Public Community Colleges	11
Section VI - Fiscal Year 1992 Contractual Base Salaries for Administrative Staff at Illinois Public Community Colleges	14
Section VII - Salaries Paid to Selected Administrators at Illinois Public Community Colleges During Fiscal Year 1992	16
Section VIII - Summary of Fiscal Year 1992 Monthly Classified Staff Salaries at Illinois Public Community Colleges	23
Section IX - Fringe Benefits for Full-Time Employees at Illinois Public Community Colleges - Fiscal Year 1991	26
Section X - Fiscal Year 1992 Mean Percentage Salary Increases for Faculty, Other (Nonteaching) Professional Staff, Administrative Staff, and Classified Staff at Illinois Public Community Colleges	30
Section XI - Fiscal Year 1991 Average Total Salary Actually Paid at Illinois Public Community Colleges	32
Section XII - Statewide Average Annual Contractual Salaries and Average Annual Contractual Percentage Increases in Illinois Public Community Colleges for Fiscal Years 1988 to 1992	35

HIGHLIGHTS OF THE FALL 1991 SALARY SURVEY REPORT

1. Fiscal Year 1991 Average Total Salary Actually Paid -- These salaries include all overloads and compensation for extra assignments paid to full-time faculty between July 1, 1990 and June 30, 1991.

Faculty (9 and 12 month)	$47,348
Administrative (12 month)	$48,624
Other (Nonteaching) Professional (9 and 12 month)	$31,630

2. Fiscal Year 1991 Average Cost of Fringe Benefits for Full-Time Employees.

Full-Time Faculty (9 month)	$ 3,851
Administrative (12 month)	$ 4,337
Other (Nonteaching) Professional (9 month)	$ 3,698
Classified (12 month)	$ 3,813

3. Fiscal Year 1992 Weighted Average Contractual Salaries -- The contractual salary is the base salary paid to full-time personnel.

Faculty (9 month)	$42,958
Administrative (12 month)	$49,884
Other (Nonteaching) Professional (9 month)	$40,726

4. Fiscal Year 1992 Weighted Average Salary Increases.

Faculty (9 month)	7.1%
Administrative (12 month)	6.4%
Other (Nonteaching) Professional (9 month)	7.9%
Classified (12 month)	6.9%

5. Fiscal Year 1992 Average Salary Rates.

Part-Time Faculty Rate	$331/credit hour
Full-Time Faculty Overload Rate	$450/credit hour
Full-Time Faculty Summer Rate	$542/credit hour

6. Fiscal Year 1992 Average Academic Year Salary Schedule Salaries Paid to Full-Time Faculty with a Master's Degree.

Master's Degree, Plus Zero Hours (No Experience)	$23,446
Master's Degree, Plus Zero Hours (5 Years Experience)	$27,701
Master's Degree, Maximum Hours (5 Years Experience)	$33,402
Master's Degree, Maximum Hours (Maximum Experience)	$50,955

INTRODUCTION

Through its annual salary survey, the Illinois Community College Board (ICCB) gathers data about compensation received by employees in the 50 Illinois public community colleges. In an attempt to minimize the number of separate requests for salary data received by the public colleges, ICCB staff uses these data on the colleges' behalf to respond to requests for salary information from the Illinois Board of Higher Education, National Center for Educational Statistics, Legislature, and other interested persons.

This report contains faculty salary data which are based on actual contracts, salaries from faculty salary schedules, part-time faculty salary rates, and overload faculty salary rates. Also included are administrative salaries, other (nonteaching) professional salaries, average faculty load information, salaries for positions similar to Universities Civil Service classifications, salaries of selected administrators, and fiscal year 1991 total salaries actually paid to faculty, administrators, other (nonteaching) professionals, and classified staff.

Due to ongoing negotiations, four colleges (Highland, Joliet, Sandburg, and State Community College) were unable to provide data for all or some portions of this survey.

Section I

FISCAL YEAR 1992 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 1 summarizes the ranges of salaries for full-time faculty on 9-month contracts for fiscal year 1992.

Table 2 identifies the lowest, average, highest, and median academic year contractual base salaries of full-time faculty with 9-month contracts at each community college in Illinois. Table 3 provides the same information for full-time faculty with 12-month contracts.

The low salaries represent the lowest contractual base salary actually paid to a full-time faculty member at each of the community college districts and may be different from salary schedule salaries which are reported in Tables 7 and 8.

The high salaries represent the highest contractual base salary actually paid to full-time teaching faculty members for an academic year at each of the colleges. The mean salaries represent the weighted average of all full-time teaching faculty salaries at each community college district. Statewide average salary data reported throughout this report are weighted average salary data. The median salaries reported are those which are the middle salary at each college. The median salary is generally considered to be the most appropriate measure of central tendency for salary data within a given college since it is not affected by extreme high or low salaries; however, it is not as meaningful when reporting statewide composite median salary data.

Table 1

SUMMARY OF FISCAL YEAR 1992 (9-MONTH) CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range			State
	Low	-	High	Average
Low Faculty Salaries	$14,566	-	$30,250	$24,100
Average Faculty Salaries	$23,527	-	$54,671	$42,958
High Faculty Salaries	$26,000	-	$66,458	$50,447
Median Faculty Salaries	$24,000	-	$57,512	$39,537

Illinois Community College Board

Table 2

FISCAL YEAR 1992 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (9 MOS.)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

		Number Of Staff	Range of FY 1992 Salaries			Median Salary
			Lowest	Average	Highest	
522	BELLEVILLE	104	$27,125	$44,210	$56,921	$46,836
503	BLACK HAWK	145	22,208	37,111	51,038	37,019
508	CHICAGO	1,040	20,862	47,536	65,964	49,835
507	DANVILLE	56	14,566	32,191	41,854	35,263
502	DUPAGE	272	28,800	47,511	61,800	43,613
509	ELGIN	100	25,923	45,076	57,690	46,260
512	HARPER	181	28,365	50,203	63,919	53,586
519	HIGHLAND	DNA	DNA	DNA	DNA	DNA
514	ILLINOIS CENTRAL	176	22,365	38,211	50,995	39,147
529	ILLINOIS EASTERN	99	21,793	29,646	39,286	28,988
513	ILLINOIS VALLEY	73	23,778	35,762	43,780	33,779
525	JOLIET	DNA	DNA	DNA	DNA	DNA
520	KANKAKEE	50	23,423	33,613	44,569	34,197
501	KASKASKIA	51	20,120	35,167	45,135	37,235
523	KISHWAUKEE	69	21,525	32,079	47,133	30,548
532	LAKE COUNTY	160	30,250	54,671	64,012	57,512
517	LAKE LAND	90	21,808	32,416	43,460	31,815
536	LEWIS & CLARK	79	25,325	39,675	46,089	40,943
526	LINCOLN LAND	116	24,266	42,965	51,077	42,021
530	LOGAN	78	25,853	36,944	47,871	36,409
528	MC HENRY	58	24,800	37,534	53,816	36,344
524	MORAINE VALLEY	163	22,836	42,281	58,928	42,079
527	MORTON	54	28,973	45,387	54,021	46,132
535	OAKTON	133	28,700	50,442	62,561	52,825
505	PARKLAND	136	23,246	40,111	53,494	39,872
515	PRAIRIE STATE	86	24,223	38,646	50,593	38,781
521	REND LAKE	42	25,715	34,413	44,395	33,935
537	RICHLAND	46	23,789	35,317	43,217	36,639
511	ROCK VALLEY	135	24,651	39,478	50,526	40,176
518	SANDBURG	DNA	DNA	DNA	DNA	DNA
506	SAUK VALLEY	53	20,896	34,406	45,273	33,588
531	SHAWNEE	28	20,545	32,696	42,340	31,431
510	SOUTH SUBURBAN	106	24,552	43,752	55,635	44,718
533	SOUTHEASTERN	49	24,840	34,729	45,091	35,518
534	SPOON RIVER	34	21,957	33,274	41,196	33,180
601	STATE COMM. COLL.	DNA	DNA	DNA	DNA	DNA
504	TRITON	205	26,194	47,453	66,458	50,397
516	WAUBONSEE	61	28,182	39,241	49,522	39,158
539	WOOD	9	21,047	23,527	26,000	24,000
	TOTAL/AVERAGES	4,337	$24,100	$42,958	$50,447	$39,537

DNA=Data Not Available

Illinois Community College Board

Table 3

FISCAL YEAR 1992 CONTRACTUAL BASE SALARIES FOR FULL-TIME FACULTY (12 MOS.)
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

		Number Of Staff	Range of FY 1992 Salaries			Median Salary
			Lowest	Average	Highest	
522	BELLEVILLE	6	$35,534	$46,940	$68,762	$42,145
503	BLACK HAWK	1	31,401	31,401	31,401	31,401
508	CHICAGO	–	–	–	–	–
507	DANVILLE	7	21,500	24,043	30,354	23,152
502	DUPAGE	–	–	–	–	–
509	ELGIN	–	–	–	–	–
512	HARPER	1	61,464	61,464	61,464	61,464
519	HIGHLAND	–	–	–	–	–
514	ILLINOIS CENTRAL	–	–	–	–	–
529	ILLINOIS EASTERN	14	25,974	32,158	34,632	34,632
513	ILLINOIS VALLEY	–	–	–	–	–
525	JOLIET	DNA	DNA	DNA	DNA	DNA
520	KANKAKEE	4	38,596	45,205	52,819	46,945
501	KASKASKIA	–	–	–	–	–
523	KISHWAUKEE	–	–	–	–	–
532	LAKE COUNTY	–	–	–	–	–
517	LAKE LAND	7	28,906	34,501	39,653	34,711
536	LEWIS & CLARK	–	–	–	–	–
526	LINCOLN LAND	–	–	–	–	–
530	LOGAN	–	–	–	–	–
528	MC HENRY	–	–	–	–	–
524	MORAINE VALLEY	21	35,102	52,808	68,898	50,368
527	MORTON	–	–	–	–	–
535	OAKTON	–	–	–	–	–
505	PARKLAND	–	–	–	–	–
515	PRAIRIE STATE	–	–	–	–	–
521	REND LAKE	16	36,514	47,384	58,209	45,581
537	RICHLAND	–	–	–	–	–
511	ROCK VALLEY	7	25,127	26,422	27,821	26,441
518	SANDBURG	DNA	DNA	DNA	DNA	DNA
506	SAUK VALLEY	1	41,359	41,359	41,359	41,359
531	SHAWNEE	1	26,794	26,794	26,794	26,794
510	SOUTH SUBURBAN	–	–	–	–	–
533	SOUTHEASTERN	1	27,008	27,008	27,008	27,008
534	SPOON RIVER	–	–	–	–	–
601	STATE COMM. COLL.	DNA	DNA	DNA	DNA	DNA
504	TRITON	–	–	–	–	–
516	WAUBONSEE	–	–	–	–	–
539	WOOD	37	19,718	29,637	48,180	28,012
	TOTAL/AVERAGES	124	$32,500	$37,320	$44,097	$37,144

DNA = Data Not Available
– = Not Applicable

Section II

FISCAL YEAR 1992 PART-TIME FACULTY SALARY RATES AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 4 summarizes part-time faculty and full-time faculty overload and summer term salary rates in Illinois public community colleges during fiscal year 1992.

Table 5 presents the average part-time faculty salary rates per semester credit hour and full-time faculty overload rates by each community college district. The first column shows the part-time faculty rate per course credit hour. This rate is the amount paid to part-time teachers who might, for example, teach a night class at an extension center. The second column shows the overload rate for full-time faculty for the academic year. This rate represents the amount paid to full-time faculty for teaching courses above the full-time load during the academic year. Often this is compensation for teaching an extra night class or for teaching an additional class in the daytime. The third column reflects the amount received by full-time faculty members for teaching a class during the summer term. Community colleges have many different bases for determining part-time faculty rates as well as overload rates. Some colleges pay a flat rate per course or a flat rate per term, other colleges base their rates on contact hours or credit hours, and still others pay an hourly rate. In addition, the overload rates for full-time faculty are based on a percentage of that faculty member's actual salary at some colleges.

Table 4

STATE SUMMARY OF FISCAL YEAR 1992 PART-TIME FACULTY RATES PER COURSE CREDIT HOUR AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM SALARY RATES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Lowest	Average	Highest
Overload Rates (Full-time Faculty)	$226	$450	$1,109
Summer Term Rates (Full-time Faculty)	$272	$542	$1,191
Part-time Faculty Rates	$226	$331	$ 489

Illinois Community College Board

Table 5

FISCAL YEAR 1992 AVERAGE PART-TIME FACULTY SALARY RATES
AND FULL-TIME FACULTY OVERLOAD AND SUMMER TERM RATES
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

		Part-time Faculty Rate Per Course Credit Hour	Full-time Faculty Rate Per Course Credit Hour	
			Overload Rate for Academic Year	Rate for Summer Term
522	BELLEVILLE	$351	$639	$609
503	BLACK HAWK	340	461	455
508	CHICAGO	DNA	DNA	DNA
507	DANVILLE	315	370	400
502	DUPAGE	396	413	1,191
509	ELGIN	350	450	550
512	HARPER	440	460	595
519	HIGHLAND	DNA	DNA	DNA
514	ILLINOIS CENTRAL	347	450	1,064
529	ILLINOIS EASTERN	226	226	375
513	ILLINOIS VALLEY	385	350	475
525	JOLIET	DNA	DNA	DNA
520	KANKAKEE	320	394	398
501	KASKASKIA	282	407	407
523	KISHWAUKEE	256	620	620
532	LAKE COUNTY	400	420	420
517	LAKE LAND	300	325	325
536	LEWIS & CLARK	320	325	325
526	LINCOLN LAND	389	591	559
530	LOGAN	333	411	504
528	MC HENRY	333	333	333
524	MORAINE VALLEY	293	713	964
527	MORTON	304	304	304
535	OAKTON	489	455	455
505	PARKLAND	450	450	665
515	PRAIRIE STATE	280	272	272
521	REND LAKE	314	450	550
537	RICHLAND	397	409	592
511	ROCK VALLEY	298	508	659
518	SANDBURG	290	290	428
506	SAUK VALLEY	288	325	350
531	SHAWNEE	250	400	300
510	SOUTH SUBURBAN	290	714	772
533	SOUTHEASTERN	270	410	445
534	SPOON RIVER	285	1,109	1,109
601	STATE COMM. COLL.	DNA	DNA	DNA
504	TRITON	300	506	646
516	WAUBONSEE	330	434	495
539	WOOD	363	363	363
	AVERAGES	$331	$450	$542

DNA = Data Not Available

Section III

SALARIES BASED ON FISCAL YEAR 1992 SALARY SCHEDULES FOR FULL-TIME FACULTY WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

A summary of fiscal year 1992 salary schedule ranges and averages for master's degree faculty is shown in Table 6.

Table 7 provides the fiscal year 1992 salary schedule salaries at each community college in Illinois. These salaries are based on the salary schedules at the colleges and not on the actual salaries paid.

Table 6

SUMMARY OF FISCAL YEAR 1992 SALARY SCHEDULE SALARIES FOR FULL-TIME FACULTY MEMBERS WITH A MASTER'S DEGREE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Base Salary Schedule Categories	District Range Low - High	State Average
Master's Degree, Plus Zero Hours (No Experience)	$20,120 - $30,250	$23,446
Master's Degree, Plus Zero Hours (5 Years Experience)	$23,670 - $39,536	$27,701
Master's Degree, Maximum Hours (5 Years Experience)	$24,810 - $48,978	$33,402
Master's Degree, Maximum Hours (Maximum Experience) (Highest Salary)	$38,657 - $68,932	$50,955

Illinois Community College Board

Table 7

SALARIES BASED ON SALARY SCHEDULES FOR FULL-TIME TEACHING FACULTY WITH MASTER'S DEGREES AT ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEAR 1992

		Base Salary Master's Degree 0 Hours 0 Years Exp.	Base Salary Master's Degree 0 Hours 5 Years Exp.	Base Salary Master's Degree Max. Hours 5 Years Exp.	Highest Salary Master's Degree Max. Hours Max. Exp.
522	BELLEVILLE	$26,900	$29,870	$32,728	$46,935
503	BLACK HAWK	21,200	24,750	30,742	45,980
508	CHICAGO	23,851	28,441	31,571	68,932
507	DANVILLE	20,354	–	–	44,354
502	DUPAGE	26,400	31,200	39,000	61,800
509	ELGIN	22,840	27,979	38,133	57,690
512	HARPER	26,633	29,273	40,359	63,919
519	HIGHLAND	DNA	DNA	DNA	DNA
514	ILLINOIS CENTRAL	22,360	–	–	51,000
529	ILLINOIS EASTERN	20,785	–	–	38,657
513	ILLINOIS VALLEY	23,525	25,515	30,188	42,782
525	JOLIET	DNA	DNA	DNA	DNA
520	KANKAKEE	21,126	25,091	30,527	49,414
501	KASKASKIA	20,120	23,670	28,815	45,170
523	KISHWAUKEE	–	–	–	–
532	LAKE COUNTY	30,250	39,536	48,978	60,675
517	LAKE LAND	21,259	23,884	24,810	–
536	LEWIS & CLARK	21,697	25,325	26,148	45,236
526	LINCOLN LAND	21,572	25,237	29,215	48,645
530	LOGAN	24,978	28,628	32,723	47,871
528	MC HENRY	24,800	30,752	40,424	59,678
524	MORAINE VALLEY	21,477	24,355	35,447	60,441
527	MORTON	27,609	33,435	36,790	51,879
535	OAKTON	26,379	28,700	37,619	62,561
505	PARKLAND	23,000	25,000	27,500	53,932
515	PRAIRIE STATE	20,509	24,591	30,329	49,919
521	REND LAKE	25,175	30,195	31,935	43,815
537	RICHLAND	21,240	25,488	30,798	43,542
511	ROCK VALLEY	24,651	28,791	32,931	48,456
518	SANDBURG	DNA	DNA	DNA	DNA
506	SAUK VALLEY	20,896	24,239	36,269	50,276
531	SHAWNEE	21,525	24,685	28,500	41,140
510	SOUTH SUBURBAN	24,493	28,930	35,197	55,635
533	SOUTHEASTERN	24,840	27,492	31,101	44,576
534	SPOON RIVER	20,889	25,164	30,508	41,196
601	STATE COMM. COLL.	DNA	DNA	DNA	DNA
504	TRITON	23,759	30,321	37,360	55,940
516	WAUBONSEE	26,636	30,500	35,403	48,498
539	WOOD	–	–	–	–
	AVERAGES	$23,446	$27,701	$33,402	$50,955

DNA = Data Not Available
– = Not Applicable

Section IV

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND FACULTY CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 1992

Table 8 summarizes the institutional policies related to faculty salaries and faculty contracts at each public community college district in Illinois. These policies often have a considerable impact on the salaries presented elsewhere in this report. The average number of weekly class contact hours per full-time instructional faculty, for example, has a bearing on the number of faculty that an institution must have to meet its needs. The length of a full-time academic year contract also has a bearing on academic year salary for full-time faculty.

Table 9 shows these institutional policies for each college. Of the 38 community college districts in Illinois reporting, 12 have professional rank, although not all of these use rank as a criteria for salary determinations. Thirty-four public community college districts reported that they have master contracts with the faculty.

In addition to the class contact hours, office hours, and academic advising hours, faculty members spend much time in grading papers, preparing class presentations, working on curriculum development, and serving on college committees. Accordingly, although the state average number of required weekly hours for the faculty does not total 40 hours, most faculty members spend over 40 hours per week on their full-time assignments.

Table 8

SUMMARY OF INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTRACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES FISCAL YEAR 1992

	Range Low - High	State Average
Average Yearly Credit Hours Required for Full-time Teaching Faculty (Semester Hours)	25 - 31	30.6
Average Weekly Class Contact Hours Required for Full-time Teaching Faculty	12.5 - 25	17.8
Average Weekly Office/Academic Advising Hours	4 - 20	7.5
Length of Full-time Faculty Academic Year Contract in Weeks	30 - 52	35.7

Illinois Community College Board

Table 9

INSTITUTIONAL POLICIES RELATED TO FACULTY SALARIES AND CONTACTS AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1992

		Ave. Yearly Semester Hours	Ave. Weekly Class Contact Hours	Ave. Weekly Office/ Adv. Hours*	Professional Rank	Length of Academic Year	Master Contract	Multiple Year Contract	Number of Years in Contract	Full-Time Faculty Salary Schedule	Collective Bargaining	Recognized College Negotiating Body
522	BELLEVILLE	30	15	10	No	36	Yes	Yes	3	Yes	Yes	IFT/AFT, AAUP
503	BLACK HAWK	30	25	5	Yes	32	Yes	Yes	3	Yes	Yes	IFT/AFT
508	CHICAGO	25	12.5	4	Yes	36	Yes	Yes	4	Yes	Yes	IFT/AFT
507	DANVILLE	30	20	10	No	35	Yes	Yes	2	Yes	Yes	IEA/NEA
502	DUPAGE	30	15	10	Yes	39	Yes	Yes	3	Yes	Yes	IEA/NEA
509	ELGIN	31	15	10	No	36	Yes	Yes	2	Yes	Yes	IFT/AFT
512	HARPER	30	15	10	Yes	32	Yes	Yes	3	Yes	Yes	IFT/AFT
519	HIGHLAND	30	16	5	No	36	DNA	DNA	DNA	DNA	Yes	IFT/AFT
514	ILLINOIS CENTRAL	27	16	5	Yes	32	Yes	Yes	3	Yes	Yes	Faculty Assn.
529	ILLINOIS EASTERN	30	DNA	5	No	39	Yes	Yes	5	No	Yes	IEA/NEA
513	ILLINOIS VALLEY	30	15	10	No	36	Yes	Yes	3	Yes	Yes	IFT/AFT
525	JOLIET	30	17.5	7	No	44	DNA	DNA	DNA	DNA	Yes	IFT/AFT
520	KANKAKEE	31	16.5	13.5	No	40	Yes	Yes	3	Yes	Yes	IFT/AFT
501	KASKASKIA	30	18	7	No	32	Yes	Yes	3	Yes	Yes	IFT/AFT
523	KISHWAUKEE	30	17	5	No	34	Yes	No	--	No	Yes	IFT/AFT
532	LAKE COUNTY	30	15	8	No	33	Yes	Yes	2	Yes	Yes	IFT/AFT
517	LAKE LAND	30	15	5	No	35	Yes	Yes	2	Yes	Yes	IFT/AFT
536	LEWIS & CLARK	30	16	10	Yes	32	Yes	Yes	3	Yes	Yes	IEA/NEA
526	LINCOLN LAND	25	16	6	No	38	Yes	Yes	3	Yes	Yes	IFT/AFT
530	LOGAN	30	15	10	Yes	39	Yes	Yes	3	Yes	Yes	IEA/NEA
528	MC HENRY	30	15	5	No	30	Yes	Yes	2	Yes	Yes	IEA/NEA
524	MORAINE VALLEY	30	DNA	4	Yes	34	Yes	Yes	3	Yes	Yes	IFT/AFT
527	MORTON	30	15	5	No	36	Yes	Yes	3	Yes	Yes	IFT/AFT
535	OAKTON	30	15	10	Yes	32	Yes	Yes	3	Yes	Yes	IEA/NEA
505	PARKLAND	30	15.5	5	No	32	Yes	Yes	3	Yes	Yes	Faculty Assn.
515	PRAIRIE STATE	30	15	4	No	34	Yes	Yes	3	Yes	Yes	IFT/AFT
521	REND LAKE	31	20	5	No	36	Yes	Yes	2	Yes	Yes	IFT/AFT
537	RICHLAND	30	17	5	Yes	32	Yes	Yes	3	Yes	Yes	IFT/AFT
511	ROCK VALLEY	30	15	7.5	No	33	No	--	--	Yes	No	--
518	SANDBURG	30	15	5	Yes	32	Yes	No	--	Yes	Yes	Faculty Assn.
506	SAUK VALLEY	30	15	5	Yes	35	Yes	Yes	2	Yes	Yes	IEA/NEA
531	SHAWNEE	31	21.5	9.5	No	44	Yes	Yes	4	Yes	Yes	IEA/NEA
510	SOUTH SUBURBAN	30	15	5	No	36	Yes	Yes	2	Yes	Yes	IFT/AFT
533	SOUTHEASTERN	30	15	20	No	31	Yes	Yes	3	Yes	Yes	IEA/NEA
534	SPOON RIVER	30	18	8	No	39	Yes	No	--	Yes	Yes	IEA/NEA
601	STATE COMM. COLL.	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA	DNA
504	TRITON	30	DNA	5	No	DNA	Yes	Yes	3	Yes	Yes	IFT/AFT
516	WAUBONSEE	30	16.6	5	No	36	Yes	Yes	2	Yes	Yes	IFT/AFT
539	WOOD	30	16	10	No	52	No	--	--	No	No	--
	AVERAGES/TOTALS	30.6	17.8	7.5	12-Yes 26-No	35.7	34-Yes 2-No	31-Yes 3-No	0-1 9-2 19-3 2-4 1-5	33-Yes 3-No	36-Yes 2-No	1-AAUP 3-Fac. Assn. 11-IEA 21-IFT

DNA = Data Not Available
-- = Not Applicable

Section V

FISCAL YEAR 1992 CONTRACTUAL BASE SALARIES FOR OTHER (NONTEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 10 summarizes the range of fiscal year 1992 salaries for other professional staff in Illinois public community colleges. Tables 11 and 12 identify the number of staff and the lowest, average, highest, and median contractual base salaries paid to full-time other (nonteaching) professionals (9-month and 12-month) at each community college in Illinois. Other professional staff include counselors, librarians, and instructional support staff such as curriculum coordinators. Even though some colleges may classify some of these personnel types as nonteaching faculty, they were asked to report them in this category.

The lowest and highest salaries represent the lowest and highest base salaries actually paid to full-time other (nonteaching) professionals at each of the community colleges. The average salaries represent the weighted average of all full-time other (nonteaching) professional salaries at each college. The median salaries represent the salary received by the person in the middle of the range at each college. The weighted state average salary of other (nonteaching) professional staff with 9-month contracts was $40,726. For other (nonteaching) professional staff with 12-month contracts, the weighted state average salary was $28,492.

Table 10

SUMMARY OF FISCAL YEAR 1992 ACADEMIC YEAR CONTRACTUAL BASE SALARIES PAID TO OTHER (NONTEACHING) PROFESSIONALS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low	High	Average
Lowest Salaries (9 month)	$11,500	$46,132	$28,014
Lowest Salaries (12 month)	$10,650	$37,940	$21,451
Average Salaries (9 month)	$12,630	$58,071	$40,726
Average Salaries (12 month)	$22,140	$49,524	$28,492
Highest Salaries (9 month)	$12,630	$64,012	$46,198
Highest Salaries (12 month)	$27,420	$63,513	$43,046
Median Salaries (9 month)	$12,630	$60,675	$37,811
Median Salaries (12 month)	$21,804	$50,036	$30,028

Illinois Community College Board

Table 11

FISCAL YEAR 1992 CONTRACTUAL BASE SALARIES FOR OTHER (NONTEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (9 MOS.)

		Number Of Staff	Range of FY 1992 Salaries			Median Salary
			Lowest	Average	Highest	
522	BELLEVILLE	4	$28,385	$41,620	$47,271	$45,413
503	BLACK HAWK	5	28,452	34,426	40,623	34,457
508	CHICAGO	–	–	–	–	–
507	DANVILLE	6	20,738	28,853	37,622	26,168
502	DUPAGE	28	31,200	50,168	61,800	51,542
509	ELGIN	9	27,979	41,125	57,690	37,229
512	HARPER	23	27,485	47,047	63,919	52,912
519	HIGHLAND	–	–	–	–	–
514	ILLINOIS CENTRAL	7	30,595	43,202	50,995	43,060
529	ILLINOIS EASTERN	1	12,630	12,630	12,630	12,630
513	ILLINOIS VALLEY	4	42,782	42,782	42,782	42,782
525	JOLIET	DNA	DNA	DNA	DNA	DNA
520	KANKAKEE	–	–	–	–	–
501	KASKASKIA	4	25,090	35,651	45,135	36,190
523	KISHWAUKEE	10	16,500	25,387	32,684	26,260
532	LAKE COUNTY	16	44,004	58,071	64,012	60,675
517	LAKE LAND	11	17,000	25,591	40,978	24,003
536	LEWIS & CLARK	–	–	–	–	–
526	LINCOLN LAND	7	42,021	48,410	51,077	48,645
530	LOGAN	–	–	–	–	–
528	MC HENRY	9	35,216	40,424	43,400	41,416
524	MORAINE VALLEY	20	16,799	34,458	51,362	32,004
527	MORTON	4	46,132	49,537	52,079	49,968
535	OAKTON	23	29,859	50,097	62,561	51,304
505	PARKLAND	DNA	DNA	DNA	DNA	DNA
515	PRAIRIE STATE	5	36,935	43,194	49,919	42,186
521	REND LAKE	4	11,500	20,393	29,500	16,750
537	RICHLAND	–	–	–	–	–
511	ROCK VALLEY	6	38,106	48,503	56,140	49,193
518	SANDBURG	DNA	DNA	DNA	DNA	DNA
506	SAUK VALLEY	3	26,599	33,379	41,271	32,267
531	SHAWNEE	–	–	–	–	–
510	SOUTH SUBURBAN	13	27,750	38,562	53,495	37,136
533	SOUTHEASTERN	7	14,965	25,832	30,364	27,713
534	SPOON RIVER	12	17,952	23,951	30,458	22,550
601	STATE COMM. COLL.	DNA	DNA	DNA	DNA	DNA
504	TRITON	15	24,946	37,878	55,940	35,340
516	WAUBONSEE	3	34,770	39,167	41,639	41,091
539	WOOD	–	–	–	–	–
	TOTAL/AVERAGES	259	$28,014	$40,726	$46,198	$37,811

DNA = Data Not Available
– = Not Applicable

Illinois Community College Board

Table 12

FISCAL YEAR 1992 CONTRACTUAL BASE SALARIES FOR OTHER (NONTEACHING) PROFESSIONAL STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES (12 MOS.)

		Number Of Staff	Range of FY 1992 Salaries			Median Salary
			Lowest	Average	Highest	
522	BELLEVILLE	7	37,940	49,524	63,513	50,036
503	BLACK HAWK	4	31,709	39,870	51,538	37,231
508	CHICAGO	614	10,650	28,333	50,763	27,619
507	DANVILLE	16	17,850	25,922	42,731	25,893
502	DUPAGE	–	–	–	–	–
509	ELGIN	–	–	–	–	–
512	HARPER	–	–	–	–	–
519	HIGHLAND	23	16,750	22,140	27,420	22,155
514	ILLINOIS CENTRAL	28	21,666	32,805	47,100	30,805
529	ILLINOIS EASTERN	46	18,702	29,296	57,250	25,659
513	ILLINOIS VALLEY	10	20,311	35,927	45,060	32,686
525	JOLIET	DNA	DNA	DNA	DNA	DNA
520	KANKAKEE	42	14,652	22,584	49,452	21,804
501	KASKASKIA	–	–	–	–	–
523	KISHWAUKEE	7	23,100	27,865	32,500	28,600
532	LAKE COUNTY	3	37,830	47,001	53,835	49,339
517	LAKE LAND	23	14,108	25,036	32,949	24,295
536	LEWIS & CLARK	37	13,650	23,213	38,050	22,680
526	LINCOLN LAND	2	25,529	28,787	32,044	28,787
530	LOGAN	16	25,000	38,050	50,000	38,768
528	MC HENRY	19	16,475	24,911	34,718	24,239
524	MORAINE VALLEY	64	20,800	30,436	48,535	28,428
527	MORTON	–	–	–	–	–
535	OAKTON	–	–	–	–	–
505	PARKLAND	DNA	DNA	DNA	DNA	DNA
515	PRAIRIE STATE	–	–	–	–	–
521	REND LAKE	23	11,800	26,518	34,320	22,500
537	RICHLAND	20	18,406	27,580	52,409	23,026
511	ROCK VALLEY	26	23,238	32,893	45,320	31,442
518	SANDBURG	DNA	DNA	DNA	DNA	DNA
506	SAUK VALLEY	14	25,075	33,360	46,777	34,457
531	SHAWNEE	13	20,167	26,574	31,200	26,650
510	SOUTH SUBURBAN	–	–	–	–	–
533	SOUTHEASTERN	7	18,038	32,126	40,370	30,806
534	SPOON RIVER	1	33,714	33,714	33,714	33,714
601	STATE COMM. COLL.	DNA	DNA	DNA	DNA	DNA
504	TRITON	–	–	–	–	–
516	WAUBONSEE	–	–	–	–	–
539	WOOD	21	19,120	28,360	34,592	29,092
	TOTAL/AVERAGES	1,086	$21,451	$28,492	$43,046	$30,028

DNA = Data Not Available
– = Not Applicable

Section VI

FISCAL YEAR 1992 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF (12 MONTHS) AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 13 summarizes the range of administrative staff contractual salaries for fiscal year 1992. The weighted average administrative staff salary ranged from a low of $34,695 to a high of $66,781. Table 14 provides the number of administrative staff; lowest, average, and highest fiscal year 1992 salaries; and the median fiscal year 1992 salaries of administrative staff for each district reporting data. Administrative staff includes positions similar to those shown in Table 15.

Some colleges may classify some of these administrative positions as faculty or other (nonteaching) professional staff. However, for the sake of comparison, they were asked to report them as administrative staff regardless of how they were classified at the college.

The statewide weighted average administrative salary for fiscal year 1992 was $49,884. The lowest reported administrative salary was $13,650, and the highest was $109,750. Administrative salaries are based on 12 months.

Table 13

SUMMARY OF FISCAL YEAR 1992 CONTRACTUAL SALARIES (12 MONTHS) PAID TO ADMINISTRATIVE STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range			State
	Low	-	High	Average
Lowest Administrative Salaries	$13,650		$ 45,588	$30,249
Average Administrative Salaries	$34,965		$ 66,781	$49,884
Highest Administrative Salaries	$67,478		$109,750	$87,441
Median Administrative Salaries	$30,136		$ 66,395	$47,771

Illinois Community College Board

Table 14

FISCAL YEAR 1992 CONTRACTUAL BASE SALARIES FOR ADMINISTRATIVE STAFF
AT ILLINOIS PUBLIC COMMUNITY COLLEGES

		Number Of Staff	Range of FY 1992 Salaries			Median Salary
			Lowest	Average	Highest	
522	BELLEVILLE	61	$21,500	$40,660	$92,900	$34,111
503	BLACK HAWK	23	39,873	55,233	82,368	53,770
508	CHICAGO	236	26,184	48,060	102,185	46,264
507	DANVILLE	22	31,000	47,215	93,156	45,875
502	DUPAGE	47	45,588	66,781	105,500	66,395
509	ELGIN	23	39,500	59,139	94,487	57,500
512	HARPER	28	45,000	64,099	105,100	63,487
519	HIGHLAND	17	24,790	44,961	80,000	44,350
514	ILLINOIS CENTRAL	40	37,615	57,108	94,040	57,200
529	ILLINOIS EASTERN	28	24,711	38,611	77,885	31,000
513	ILLINOIS VALLEY	12	32,600	51,265	80,502	56,551
525	JOLIET	DNA	DNA	DNA	DNA	DNA
520	KANKAKEE	22	27,540	46,673	78,070	45,300
501	KASKASKIA	37	13,650	34,965	73,700	30,136
523	KISHWAUKEE	19	30,339	47,633	86,000	43,000
532	LAKE COUNTY	48	26,885	54,988	109,750	54,452
517	LAKE LAND	20	23,869	43,267	74,888	39,913
536	LEWIS & CLARK	23	29,500	43,268	82,500	43,500
526	LINCOLN LAND	33	29,356	47,929	91,804	46,701
530	LOGAN	22	31,279	53,607	86,900	53,043
528	MC HENRY	29	27,400	47,144	83,000	44,267
524	MORAINE VALLEY	22	26,158	53,989	84,233	49,062
527	MORTON	14	40,916	58,166	94,025	55,279
535	OAKTON	29	44,520	65,003	91,300	64,170
505	PARKLAND	41	27,912	50,725	86,100	50,000
515	PRAIRIE STATE	19	29,573	47,091	85,000	45,974
521	REND LAKE	25	29,300	46,906	70,000	43,500
537	RICHLAND	18	34,000	47,384	88,000	49,019
511	ROCK VALLEY	42	25,113	44,363	95,000	42,859
518	SANDBURG	DNA	DNA	DNA	DNA	DNA
506	SAUK VALLEY	11	34,500	56,350	86,908	55,570
531	SHAWNEE	13	20,000	49,115	70,000	34,500
510	SOUTH SUBURBAN	34	33,390	52,991	84,800	53,121
533	SOUTHEASTERN	17	14,124	40,987	85,425	37,464
534	SPOON RIVER	15	26,500	42,428	67,478	40,855
601	STATE COMM. COLL.	DNA	DNA	DNA	DNA	DNA
504	TRITON	29	30,859	59,001	103,000	56,500
516	WAUBONSEE	26	32,000	51,195	97,870	45,750
539	WOOD	16	31,927	44,095	84,000	39,303
	TOTAL/AVERAGES	1,161	$30,249	$49,884	$87,441	$47,771

DNA = Data Not Available

Section VII

SALARIES PAID TO SELECTED ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1992

A summary of the fiscal year 1992 contractual base salaries paid to selected administrators in Illinois public community colleges appears in Table 15. Table 16 shows the contractual base salaries paid to selected administrators in each of the public community colleges in Illinois during fiscal year 1992. The chief executive officer of the district is either a chancellor or a president and has overall administrative responsibilities for the district. The chief campus administrator reports directly to the chief executive officer of the district and has overall administrative responsibility for the college. Examples of chief campus administrators are the presidents or provosts at multicampus institutions and executive vice presidents for internal affairs at single campus colleges.

Due to the various administrative organizations which exist at the colleges, a particular position may not exist at some colleges. An analysis of the entire administrative structure must be made before making comparisons between similar positions at two different colleges. A number of factors should be taken into account when comparing persons in similar positions at two colleges such as the number of years each administrator has been in the position, college size/number of full-time equivalent students, number of staff supervised, cost of living in a given region of the state, etc.

Table 15

SUMMARY OF FISCAL YEAR 1992 SALARIES PAID TO ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Administrative Position	District Range Low	District Range High	State Average
Executive of the District	$67,478	$109,750	$88,009
Campus Administrator	$62,650	$ 84,000	$75,303
Finance Officer	$45,700	$ 99,409	$68,534
Academic Officer	$48,553	$ 88,949	$63,245
Student Services Officer	$47,156	$ 79,623	$58,742
Bacc. (Arts & Sci.)/Univ. Parallel Officer	$42,800	$ 71,973	$56,277
Occupational/Career Education Officer	$40,228	$ 71,973	$54,399
Cont. Ed. Officer (Comm. Ed./Comm. Serv.)	$22,389	$ 82,708	$52,016
Director of Data Processing	$33,625	$ 77,406	$52,128
Director of Research & Planning	$35,202	$ 72,969	$51,897
Admissions and Records Officer	$21,000	$ 71,973	$45,332
Director of Counseling	$30,700	$ 69,271	$50,710
Director of Financial Aid	$24,000	$ 54,851	$40,090
Director of Job Placement	$22,155	$ 54,687	$33,049
Director of Student Activities	$26,137	$ 67,557	$40,553
Director of Library/LRC	$22,905	$ 72,779	$44,012
Development/Grants Officer	$28,200	$ 69,500	$47,395
Public Relations Officer	$25,185	$ 75,000	$41,561
Director of Personnel	$23,869	$ 72,522	$49,381
Director of Business Services	$21,630	$ 72,066	$45,805
Director of Physical Facilities/Grounds	$24,200	$ 70,698	$47,357
Director of Adult Education	$28,244	$ 71,973	$44,680
Director of Athletics	$20,000	$ 68,313	$45,417
Controller	$26,608	$ 70,610	$45,700

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1992

		Executive Officer			Campus Administrator			Finance Officer			Academic Officer		
		Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level
522	BELLEVILLE	92,900	4	1	65,400	3	2	74,895	6	2	67,600	3	2
503	BLACK HAWK	82,368	4	1	70,214	5	2	62,577	3	2	65,632	2	2
508	CHICAGO	102,185	4	1	83,592 (8)	1-16	2	99,409	3	2	62,186 (10)	1-10	2
507	DANVILLE	93,156	3	1				62,550	3	2	66,635	8	2
502	DUPAGE	105,500	13	1	84,000	16	2	81,250	12	2	73,261	12	3
509	ELGIN	94,487	4	1				76,000	11	2	70,000	5	2
512	HARPER	105,100	3	1				88,545	6	2	80,500	1	2
519	HIGHLAND	80,000	0	1				63,750	19	2			
514	ILLINOIS CENTRAL	90,040	3	1				70,315	12	2	70,795	3	2
529	ILLINOIS EASTERN	77,885	8	1	62,650 (4)	7	2				48,553 (4)	4	3
513	ILLINOIS VALLEY	80,502	17	1				64,700	18	2	62,900	14	2
525	JOLIET	DNA						DNA			DNA		
520	KANKAKEE	78,070	4	1				60,377	7	2	60,423	1	2
501	KASKASKIA	73,700	4	1				61,301	30	2	56,979	10	2
523	KISHWAUKEE	86,000	13	1				45,700	14	2	59,500	4	3
532	LAKE COUNTY	109,750	5	1				79,818	6	2	79,048	2	2
517	LAKE LAND	74,888	3	1				59,325	5	2	59,325	0	2
536	LEWIS & CLARK	82,500	8	1	65,900	4	2						
526	LINCOLN LAND	91,804	3	1				63,830	6	2	65,678	2	2
530	LOGAN	86,900	3	1				71,789	17	2	65,900	1	2
528	MC HENRY	83,000	11	1				64,462	10	2	64,462	5	2
524	MORAINE VALLEY	108,695	1	1				84,233	6	2	79,024	6	2
527	MORTON	94,025	6	1				72,253	6	2	71,460	6	2
535	OAKTON	91,300	7	1				89,547	19	2	88,949	6	2
505	PARKLAND	86,100	1	1				70,420	3	2	66,200	1	2
515	PRAIRIE STATE	85,000	0	1				68,755	16	2	61,150	5	2
521	REND LAKE	70,000	0	1				59,900	0	2	65,600	3	2
537	RICHLAND	88,000	2	1							56,918	4	2
511	ROCK VALLEY	95,000	22	1				64,454	17	3	74,000	20	2
518	SANDBURG	DNA						DNA			DNA		
506	SAUK VALLEY	86,908	5	1				62,000	0	2	63,408	3	2
531	SHAWNEE	70,000	0	0				52,900	5	2	52,900	3	2
510	SOUTH SUBURBAN	84,800	4	1				67,323	3	2	76,786	8	2
533	SOUTHEASTERN	85,425	17	1				63,800	22	2	65,201	12	2
534	SPOON RIVER	67,478	5	1				54,680	5	2	55,440	2	2
601	STATE COMM. COLL.	DNA						DNA			DNA		
504	TRITON	103,000	1	1				75,000	1	2	75,000	1	2
516	WAUBONSEE	97,870	10	1				73,750	14	2	77,000	4	2
539	WOOD	84,000	3	0				52,000	0	2	59,243	3	2
	NUMBER OF PERSONS	36			16			33			46		
	AVERAGES	88,009			75,303			68,534			63,245		

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

BEST COPY AVAILABLE

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1992

		Student Services Officer				Bacc./Univ. Par. Officer				Occupational Career Officer				Continuing Ed. Officer			
		Annual Salary		Yrs. in Position	Admin. Level	Annual Salary		Yrs. in Position	Admin. Level	Annual Salary		Yrs. in Position	Admin. Level	Annual Salary		Yrs. in Position	Admin. Level
522	BELLEVILLE	56,100		3	3	59,367		8		63,633		8		58,800		3	
503	BLACK HAWK	64,287		14	3	58,442		1	3	59,555		1	3	59,318		3	3
508	CHICAGO	52,479	(7)	3-11	4	55,152	(10)	2-10	4	46,750	(14)	2-12	4	51,228	(12)	1-7	1
507	DANVILLE	47,156		2	2					57,109		2	2	22,389		3	3
502	DUPAGE	54,535		1	3	71,973		2	3	71,973		4	3	71,973		3	3
509	ELGIN	60,200		11	2									38,000		6	4
512	HARPER	79,623		5	2												
519	HIGHLAND	52,750		1	2									44,350		1	3
514	ILLINOIS CENTRAL					65,825		11	3	63,445		5	3	67,435		16	3
529	ILLINOIS EASTERN																
513	ILLINOIS VALLEY	52,823		15	2					49,100		14	3	51,617		12	2
525	JOLIET	DNA				DNA				DNA				DNA			
520	KANKAKEE	52,592		7	2					53,079		13	3	54,920		9	3
501	KASKASKIA	54,047		10	3	56,715		8	3	54,047		10	4	48,548		1	3
523	KISHWAUKEE	52,750		11	3	56,600		4	3	59,900		14	3	48,500		11	3
532	LAKE COUNTY	75,077		19	3									55,922		7	4
517	LAKE LAND	59,325		11	2					51,239		6	3	39,070		7	4
536	LEWIS & CLARK					57,600		1	3	60,900		1	3				
526	LINCOLN LAND	62,450		2	2	55,861		1	3	58,845		11	3	58,808		21	3
530	LOGAN	67,800		3	2	47,817		3	4	65,400		1	3	51,976		9	4
528	MC HENRY	56,300		3						53,900		0		57,866		10	
524	MORAINE VALLEY					57,999		5	3	62,806		6	3	66,900		6	3
527	MORTON	69,422		10	2	55,362		15	3	48,753		4	3	54,573		10	3
535	OAKTON	78,703		5	2									69,123		6	3
505	PARKLAND	67,174		3	2									48,500		7	3
515	PRAIRIE STATE	50,532		3	2	53,381		11	3	45,974		1	3	32,923		3	3
521	REND LAKE	56,400		6	2					62,150		12	2				
537	RICHLAND	52,072		3	2												
511	ROCK VALLEY	52,508		7	3	64,240		14	3	64,454		16	3	64,454		13	
518	SANDBURG	DNA				DNA				DNA				DNA			
506	SAUK VALLEY	60,208		20	2	51,223		10	3	55,570		5	3	49,427		10	3
531	SHAWNEE	52,900		6	2									38,900		14	
510	SOUTH SUBURBAN	69,559		8	2	62,941		3	3	66,514		3	3	44,000		1	3
533	SOUTHEASTERN	61,895		19	2					57,139		7	3				
534	SPOON RIVER					44,352		1	3	0		0	0				
601	STATE COMM. COLL.	DNA				DNA				DNA				DNA		1	
504	TRITON	74,000		4	2	61,735		0	3	68,379	(3)	2	3	82,708		1	2
516	WAUBONSEE	60,000		2	3	42,800		0	4	45,000		0	4	34,000		1	4
539	WOOD	52,925		3						40,228		6		50,907		15	
	NUMBER OF PERSONS	37				28				41				40			
	AVERAGES	58,742				56,277				54,399				52,016			

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1992

		Director-Data Processing			Director-Research/Planning			Admissions/Records Officer			Director of Counseling		
		Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level
522	BELLEVILLE	45,850	4					52,000	3		51,600	2	
503	BLACK HAWK				54,320	4	2	54,851	24	4			
508	CHICAGO	59,285	3	5	39,953	4	4	44,464 (13)	1-11	5			
507	DANVILLE	33,625	12	3	45,498	2	2	42,731	13	4	32,673	3	4
502	DUPAGE	77,406	6	3	69,004	9	4	71,973	5	4	67,270	12	4
509	ELGIN	62,300	9	3				39,500	11	4	57,400	18	4
512	HARPER				64,110	20	4	56,871	12	4	57,237	5	3
519	HIGHLAND	35,000	3	3				39,400	1	3			
514	ILLINOIS CENTRAL	52,360	14	3	64,410	12	2	60,670	7	3	53,365	13	3
529	ILLINOIS EASTERN							31,000 (2)	0	3			
513	ILLINOIS VALLEY	55,183	13	2				40,900	13	3			
525	JOLIET	DNA			DNA			DNA			DNA		
520	KANKAKEE	48,543	3	3				43,744	4	3	45,300	3	3
501	KASKASKIA	52,541	14	3				21,000	0	5			
523	KISHWAUKEE	54,300	12	3				41,600	10	4			
532	LAKE COUNTY	68,908	17	3	46,801	2	2	67,557	19	4	52,750	1	4
517	LAKE LAND	44,239	6	4				27,080	3	5			
536	LEWIS & CLARK	48,000	20	3				43,500	9	4			
526	LINCOLN LAND	42,948	19	4				41,867	1	3	57,661	23	3
530	LOGAN	42,026	10	4				54,500	1	3			
528	MC HENRY	51,847	13	0	48,924	11		34,000	0				
524	MORAINE VALLEY	59,892	3	3	35,202	6	3				69,271	6	3
527	MORTON	57,911	4	3				43,408	3	3			
535	OAKTON	73,036	21	3	72,969	6	3	62,000	0	3	66,167	4	3
505	PARKLAND	41,618	4	3	39,000		3	45,530	3	3			
515	PRAIRIE STATE	53,214	6	3				47,965	14	3			
521	REND LAKE							39,900	11	3	40,750	5	5
537	RICHLAND	36,109	10	4				48,594	3	4			
511	ROCK VALLEY	54,878	2	4				49,465	13	4			
518	SANDBURG	DNA			DNA			DNA			DNA		
506	SAUK VALLEY	49,549	20	4	57,512	10	2						
531	SHAWNEE	34,500	8								30,700	1	
510	SOUTH SUBURBAN	56,448	11	5	50,000	1	4	61,512	3	4			
533	SOUTHEASTERN										38,022	14	4
534	SPOON RIVER	45,538	13	3	40,855	14	2				37,098	8	3
601	STATE COMM. COLL.	DNA			DNA			DNA			DNA		
504	TRITON	69,389	14	4	49,900	8	5	43,038	1	5	58,313	3	3
516	WAUBONSEE	62,806	13	3							46,500	0	4
539	WOOD	46,704	12	0				34,100	0				
	NUMBER OF PERSONS	31			15			43			17		
	AVERAGES	52,128			51,897			45,332			50,710		

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Illinois Community College Board

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1992

		Director-Financial Aid				Director-Job Placement				Director-Stu. Activities				Director-Library/LRC			
		Annual Salary		Yrs. in Position	Admin. Level	Annual Salary		Yrs. in Position	Admin. Level	Annual Salary		Yrs. in Position	Admin. Level	Annual Salary		Yrs. in Position	Admin. Level
522	BELLEVILLE	38,500		4		28,000		1		27,700		2		59,357		22	
503	BLACK HAWK	54,851		23	4												
508	CHICAGO	44,994	(8)	1-14	5					37,060	(12)	2-14	5	49,705		6	5
507	DANVILLE	44,914		21	4	26,671		3	4					50,429		10	3
502	DUPAGE													66,037		6	3
509	ELGIN	54,000		17	4					50,900		8	2	64,500		20	3
512	HARPER	45,000		0	3	45,134		5	5	51,046		14	5	62,816		5	3
519	HIGHLAND	39,100		8	3	22,155		4	4					39,500		8	3
514	ILLINOIS CENTRAL	44,295		7	3									64,150		19	3
529	ILLINOIS EASTERN	25,659	(2)	6	4									28,393	(4)	12	4
513	ILLINOIS VALLEY	32,600		5	3									43,777		21	3
525	JOLIET	DNA				DNA				DNA				DNA			
520	KANKAKEE	37,221		4	3					26,137		4	3				
501	KASKASKIA	24,842		6	5					34,476		3	4	49,344		16	3
523	KISHWAUKEE	31,439		11	4									31,164		2	4
532	LAKE COUNTY	52,821		10	4					67,557		22	4	72,779		20	3
517	LAKE LAND	37,358		19	5	22,954		1	5					22,905		0	5
536	LEWIS & CLARK	30,000		7	5	30,000		2	5	47,700		6	3	35,200		2	4
526	LINCOLN LAND	24,000		0	4					42,010		6	3				
530	LOGAN	54,110		9	4					45,882		18	4	63,771		20	3
528	MC HENRY	37,900		2						37,600		1		53,700		3	
524	MORAINE VALLEY	26,158		2	4	34,943		4	5	28,584		4	4	41,203		4	4
527	MORTON													44,923		2	3
535	OAKTON									44,670		5	3	44,520		1	3
505	PARKLAND	37,807		3	3	54,687		2	3	40,000		1	3	44,893		3	4
515	PRAIRIE STATE									39,141		6	3	37,205		5	3
521	REND LAKE	36,100		11	4	32,900		1	5					51,900		12	5
537	RICHLAND	31,271		3	4					39,728		7	4	51,147		10	4
511	ROCK VALLEY	48,013		11	4					38,051		4	4	55,065		22	4
518	SANDBURG	DNA				DNA				DNA				DNA			
508	SAUK VALLEY	49,549		21	4												
531	SHAWNEE	33,500		2										41,100		22	
510	SOUTH SUBURBAN	46,523		3	5					35,804		5	5				
533	SOUTHEASTERN	40,816		8	4									32,127		27	4
534	SPOON RIVER									47,154		18	3	35,271		7	3
601	STATE COMM. COLL.	DNA				DNA				DNA				DNA			
504	TRITON	42,795		4	5									56,500		0	3
516	WAUBONSEE													43,250		3	3
539	WOOD	36,662		10	0					28,432		1		32,801		3	
	NUMBER OF PERSONS	38				9				30				34			
	AVERAGES	40,090				33,049				40,553				44,012			

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1992

		Development/Grants Officer				Public Relations Officer				Director of Personnel				Business Services Officer			
		Annual Salary		Yrs. in Position	Admin. Level	Annual Salary		Yrs. in Position	Admin. Level	Annual Salary		Yrs. in Position	Admin. Level	Annual Salary		Yrs. in Position	Admin. Level
522	BELLEVILLE	50,500		3		33,900		3		54,791		8		43,686		20	
503	BLACK HAWK									51,343		3	2	43,878		4	3
508	CHICAGO	50,196	(5)	2-6	5	43,462	(10)	2-5	5	40,144		3	4	52,786	(10)	1-17	4
507	DANVILLE					32,079		4	2	51,104		5	2				
502	DUPAGE	48,545		1	3	61,270		9	4	72,522		5	3	66,037		6	4
509	ELGIN	69,500		14	2	50,000		20	2	45,400		1	3	55,600		18	3
512	HARPER									64,682		9	3	72,066		6	3
519	HIGHLAND	29,800		4	3	27,420		1	4					21,630		1	4
514	ILLINOIS CENTRAL	65,030		3	3	48,770		10	3	43,535		1	3				
529	ILLINOIS EASTERN					25,185	(2)	4	3	28,268		5	2	25,659	(4)	4	3
513	ILLINOIS VALLEY					45,359		22	2								
525	JOLIET	DNA				DNA				DNA				DNA			
520	KANKAKEE					43,080		6	2					38,383		9	3
501	KASKASKIA	31,020		6	3	48,655		3	4								
523	KISHWAUKEE	43,000		7	2	32,500		8	2								
532	LAKE COUNTY	37,497		2	4	45,100		1	4	46,412		2	3	43,152		1	4
517	LAKE LAND					32,130		8	4	23,869		8	5	34,000		0	4
536	LEWIS & CLARK					45,400		3	3								
526	LINCOLN LAND					31,209		2	4	50,193		17	4	44,702		2	3
530	LOGAN	54,268		16	4	39,777		7	4	48,500		1	4	60,997		17	3
528	MC HENRY					43,181		18		44,267		13		38,950		8	
524	MORAINE VALLEY					36,178		7	3	49,062		8	3				
527	MORTON					55,196		20	3	55,554		8	3				
535	OAKTON	52,002		7	3	62,186		8	3	65,973		14	3	53,423		10	3
505	PARKLAND	42,730			3					50,000			3	45,000			3
515	PRAIRIE STATE	36,380		1	3	35,132		1	3								
521	REND LAKE	43,500		3	4	33,500		13	4					44,000		5	4
537	RICHLAND					34,000		0	4	38,000		0	4	35,000		0	4
511	ROCK VALLEY					48,813		15	4								
518	SANDBURG	DNA				DNA				DNA				DNA			
506	SAUK VALLEY					34,500		0	4								
531	SHAWNEE	28,200		0		30,000		4									
510	SOUTH SUBURBAN	64,539		4	3	45,120		5	5	66,853		3	3	50,676		3	5
533	SOUTHEASTERN	35,216		8	4												
534	SPOON RIVER																
601	STATE COMM. COLL.	DNA				DNA				DNA				DNA			
504	TRITON	49,900		9	5	75,000		1	5	41,000		1	5	54,075		3	5
516	WAUBONSEE	66,500		7	3	36,000		4	3	56,900		13	2	38,000		12	3
539	WOOD	38,377		2		33,555		5									
	NUMBER OF PERSONS	24				41				22				33			
	AVERAGES	47,395				41,561				49,381				45,805			

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Table 16

SALARIES OF ADMINISTRATORS AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FISCAL YEAR 1992

		Physical Fac./Grounds Officer			Adult Basic/Sec. Educ.			Director of Athletics			Controller		
		Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level	Annual Salary	Yrs. in Position	Admin. Level
522	BELLEVILLE	42,500	6		54,100	3		39,925	12				
503	BLACK HAWK	52,736	22	3	42,858	1	4						
508	CHICAGO	67,527	15	5	50,015 (7)	1-7	5				58,391	4	3
507	DANVILLE	43,619	17	3							42,381	5	3
502	DUPAGE				71,973	7	3	68,313	12	3			
509	ELGIN	57,000	16	3	44,700	4	4	39,500	7	4			
512	HARPER	70,698	9	3	61,219	8	3						
519	HIGHLAND	46,865	11	3				40,325	11	3			
514	ILLINOIS CENTRAL	57,265	12	3							41,960	3	3
529	ILLINOIS EASTERN										48,341	14	2
513	ILLINOIS VALLEY	35,720	2	3									
525	JOLIET	DNA			DNA			DNA			DNA		
520	KANKAKEE	44,872	13	3				49,246	13	3			
501	KASKASKIA	35,228	20	3							26,608	7	3
523	KISHWAUKEE	38,000	14	3	35,450	8	3	30,339	6	4			
532	LAKE COUNTY	54,223	1	3	37,497	3	5	56,955	1	4	37,497	7	5
517	LAKE LAND	40,755	1	5	28,244	4	4				34,000	0	4
536	LEWIS & CLARK	34,000	3	3	36,000 (2)	3	4						
526	LINCOLN LAND	46,453	11	4	45,687	5	4				40,003	13	4
530	LOGAN	36,567	8	5	50,120	3	3						
528	MC HENRY	43,396	10	0	39,000	0					39,300	2	
524	MORAINE VALLEY	48,660	3	3	37,188	5	5	38,044	8	3	48,130	5	3
527	MORTON	50,561	4	3									
535	OAKTON	64,170	2	3				59,204	19	3	52,735	1	3
505	PARKLAND	64,680	3	3	40,000		4						
515	PRAIRIE STATE	50,608	15	3	44,935	4	3				39,141	3	3
521	REND LAKE	40,700	4	4				51,200	10	3	31,400	1	3
537	RICHLAND	38,927	3	4									
511	ROCK VALLEY	47,504	8	4	46,501	8	4	43,173	2	4	46,062	14	4
518	SANDBURG	DNA			DNA			DNA			DNA		
506	SAUK VALLEY												
531	SHAWNEE	24,200	0					20,000	5				
510	SOUTH SUBURBAN	55,280	10	5	54,446	4	3	54,200	6	5	60,341	13	3
533	SOUTHEASTERN												
534	SPOON RIVER	26,500	1	3	29,803	3	3						
601	STATE COMM. COLL.	DNA			DNA			DNA			DNA		
504	TRITON	51,842	1	4	46,318	2	5				70,610	17	3
516	WAUBONSEE	57,000	7	3	32,000 0	4					60,000	6	3
539	WOOD				31,588	3							
	NUMBER OF PERSONS	31			29			13			17		
	AVERAGES	47,357			44,680			45,417			45,700		

NOTE: Numbers in parentheses following average salaries indicate the number of persons in each district in that administrative position. No number means one person serves in that position.

Section VIII

SUMMARY OF FISCAL YEAR 1992 MONTHLY CLASSIFIED STAFF SALARIES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 17 summarizes Illinois community college earnings for specific classified staff titles. The number of employees in Column 1 is the total of all employees for the respective position titles which were reported by Illinois community colleges. The average fiscal year 1992 salary in Column 3 is the weighted average of all monthly salaries reported for each classification. The high and low salaries are those reported by the colleges for each specific type of classification.

Table 18 compares monthly mean salaries of comparable university civil service positions and classified community college positions. A comparison between community college classified staff salaries and classified salaries at universities revealed that for 16 positions community college classified salaries were higher and for 10 positions community college classified salaries were lower. However, many variables, such exact job responsibilities, are unknown, which makes valid comparisons difficult.

Illinois Community College Board

Table 17

LOW, HIGH, AND AVERAGE MONTHLY SALARIES FOR SPECIFIED CLASSIFIED STAFF AT ILLINOIS COMMUNITY COLLEGES FOR FISCAL YEAR 1992*

	Number of Employees	Low Salary	Average Salary	High Salary
Accountant I	28	$1,350	$1,975	$3,270
Accountant II	31	1,200	2,461	3,637
Account Clerk I	92	955	1,674	2,615
Account Clerk II	174	1,284	1,934	3,042
Admissions/Records Clerk	162	945	1,425	1,922
Admissions/Records Supervisor	61	1,151	2,355	3,186
Audio/Visual Services Manager	30	1,488	2,114	3,642
Bookstore Manager	27	940	2,131	3,284
Clerk Typist	671	862	1,498	2,264
Computer Operator I	75	602	1,724	2,262
Computer Operator II	41	1,288	1,918	2,796
Computer Programmer I	17	1,466	2,076	3,276
Computer Programmer II	27	1,492	2,296	3,789
Computer Systems Analyst	31	2,007	3,201	4,167
Custodian	484	1,143	1,623	2,132
Custodian Supervisor	51	1,422	2,436	4,875
Keypunch Oper./Data Entry Clerk	41	1,244	1,874	2,885
Library Clerk	161	870	1,677	2,694
Programmer/Analyst	38	1,530	2,632	3,850
Purchasing Clerk	22	1,187	1,527	2,065
Purchasing Supervisor	34	1,684	2,649	3,314
Receptionist/Switchboard Operator	78	863	1,568	2,416
Secretary-General	542	959	1,547	2,373
Secretary-Administrative	338	1,342	1,883	3,186
Secretary-Executive	107	1,422	2,152	2,828
Security Guard/Officer	87	1,137	1,844	3,582
Security Supervisor	35	1,473	2,714	3,593
Shipping/Receiving Clerk	37	925	1,641	2,261

*Annual salaries were reported by the colleges and divided by 12 for use in this table.

Illinois Community College Board

Table 18

COMPARISON OF MONTHLY FISCAL YEAR 1992 SALARIES OF CLASSIFIED PERSONNEL AT ILLINOIS PUBLIC COMMUNITY COLLEGES WITH UNIVERSITY CIVIL SERVICE SALARIES

	University Civil Service Monthly Mean Salary	Community College Monthly Mean Salary	Dollar Difference	Percent Difference
Accountant I	$1,994	$1,975	(19)	-1.0%
Accountant II	2,398	2,461	63	2.6%
Account Clerk I	1,308	1,674	366	28.0%
Account Clerk II	1,564	1,934	370	23.7%
Admissions/Records Clerk	1,508	1,425	(83)	-5.5%
Admissions/Records Supervisor	2,247	2,355	108	4.8%
Audio/Visual Services Manager	2,984	2,114	(870)	-29.2%
Bookstore Manager	2,890	2,131	(759)	-26.3%
Clerk Typist	1,078	1,498	420	39.0%
Computer Operator I	1,639	1,724	85	5.2%
Computer Operator II	2,017	1,918	(99)	-4.9%
Computer Programmer I	1,529	2,076	547	35.8%
Computer Programmer II	1,852	2,296	444	24.0%
Computer Systems Analyst	3,067	3,201	134	4.4%
Custodian	1,763	1,623	(140)	-7.9%
Custodian Supervisor	2,354	2,436	82	3.5%
Keypunch Oper./Data Entry Clerk	1,227	1,874	647	52.7%
Library Clerk	1,103	1,677	574	52.0%
Purchasing Clerk	2,213	1,527	(686)	-31.0%
Purchasing Supervisor	3,591	2,649	(942)	-26.2%
Secretary-General	1,276	1,547	271	21.2%
Secretary-Administrative	2,020	1,883	(137)	-6.8%
Secretary-Executive	2,609	2,152	(457)	-17.5%
Security Guard/Officer	1,394	1,844	450	32.3%
Security Supervisor	1,789	2,714	925	51.7%
Shipping/Receiving Clerk	1,348	1,641	293	21.7%

*Annual salaries were reported by the colleges and divided by 12 for use in this table.

Section IX

FRINGE BENEFITS FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES - FISCAL YEAR 1991

Table 19 summarizes the fringe benefits paid to all types of employees at Illinois public community colleges in fiscal year 1991. Table 20 identifies the type of fringe benefits provided by each Illinois public community college to full-time instructional faculty. Table 21 presents the total and average cost per employee of fringe benefits at each college for faculty, other professionals, administrative, and classified staff. The salaries shown throughout this report do not include these fringe benefits. Fringe benefits are defined as payments other than wages and salary, such as vacation, retirement, insurance, worker's compensation, and unemployment insurance.

Table 19

SUMMARY OF AVERAGE FISCAL YEAR 1991 FRINGE BENEFIT COSTS PER EMPLOYEE AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	District Range		State
	Low	High	Average
Administrative	$ 811	$7,608	$4,337
9-Month Teaching Faculty	$ 787	$5,489	$3,851
12-Month Teaching Faculty	$ 361	$5,983	$3,317
9-Month Other Professional (Nonteaching)	$ 985	$5,539	$3,698
12-Month Other Professional (Nonteaching)	$ 672	$5,996	$3,404
Classified	$ 661	$5,622	$3,813

Table 20

FRINGE BENEFITS PAID BY THE COLLEGE FOR FULL-TIME STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES DURING FALL 1991

		Health Insurance	Health Insurance Family	Dental Insurance	Life Insurance	Employee SURS Paid by College	Social Security	Medicare	Worker's Comp.	Unemploy. Insurance	Disability	Free or Partial Tuition for Family	Other
522	BELLEVILLE	x			x			x	x	x		x	x
503	BLACK HAWK	x	x	x	x			x	x	x	x	x	x
508	CHICAGO	x		x	x			x	x	x	x	x	
507	DANVILLE	x	x		x			x	x	x	x	x	x
502	DUPAGE	x	x	x	x			x	x	x		x	x
509	ELGIN	x	x		x			x	x	x		x	
512	HARPER	x	x	x	x	x		x	x	x	x	x	x
519	HIGHLAND	x	x	x	x	x		x	x			x	x
514	ILLINOIS CENTRAL	x	x	x	x			x	x	x	x	x	
529	ILLINOIS EASTERN	x		x	x			x	x			x	
513	ILLINOIS VALLEY	x	x		x	x		x	x	x			
525	JOLIET	x	x		x			x	x	x	x	x	
520	KANKAKEE	x		x	x				x	x	x	x	x
501	KASKASKIA	x	x		x			x	x	x		x	
523	KISHWAUKEE	x	x	x	x			x	x	x		x	x
532	LAKE COUNTY	x			x			x	x	x	x	x	x
517	LAKE LAND	x		x	x			x	x	x		x	
536	LEWIS & CLARK	x	x	x	x			x	x	x	x		
526	LINCOLN LAND	x		x	x			x	x	x		x	
530	LOGAN	x	x	x	x			x	x	x		x	
528	MC HENRY	x	x		x	x		x	x			x	x
524	MORAINE VALLEY	x			x			x	x	x	x	x	
527	MORTON	x			x			x	x			x	x
535	OAKTON	x	x	x	x			x	x	x		x	x
505	PARKLAND	x	x	x	x			x	x	x	x	x	
515	PRAIRIE STATE	x	x		x	x		x	x		x	x	
521	REND LAKE	x		x	x			x	x	x		x	
537	RICHLAND	x	x	x	x	x		x	x	x	x	x	
511	ROCK VALLEY	x		x	x			x	x			x	x
518	SANDBURG	x		x	x			x	x			x	
506	SAUK VALLEY	x	x		x			x	x	x		x	x
531	SHAWNEE							x	x	x		x	
510	SOUTH SUBURBAN	x		x	x	x		x				x	x
533	SOUTHEASTERN	x	x		x	x		x	x	x		x	
534	SPOON RIVER	x						x					x
601	STATE COMM. COLL.												
504	TRITON	x	x	x	x	x		x	x	x		x	x
516	WAUBONSEE	x	x	x				x	x	x	x	x	x
539	WOOD	x	x		x			x	x	x	x	x	x

Illinois Community College Board

Table 21

FISCAL YEAR 1991 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

		Administrative			9 Mos. Faculty			12 Mos. Faculty		
		Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employe
522	BELLEVILLE	55	232,864	4,234	97	429,509	4,428	6	29,814	4,969
503	BLACK HAWK	23	101,751	4,424	145	603,134	4,160	1	4,193	4,193
508	CHICAGO	DNA			DNA			DNA		
507	DANVILLE	23	74,806	3,252	56	134,638	2,404	9	23,121	2,569
502	DUPAGE	46	248,430	5,401	248	1,299,634	5,240	0	0	0
509	ELGIN	23	47,568	2,068	92	177,923	1,934	0	0	0
512	HARPER	32	225,557	7,049	175	837,742	4,787	1	4,205	4,205
519	HIGHLAND	17	53,737	3,161	46	158,879	3,454	0	0	0
514	ILLINOIS CENTRAL	40	199,524	4,988	173	807,335	4,667	0	0	0
529	ILLINOIS EASTERN	28	62,643	2,237	99	239,379	2,418	13	27,702	2,131
513	ILLINOIS VALLEY	12	91,300	7,608	74	214,496	2,899			0
525	JOLIET	41	212,345	5,179	143	694,731	4,858			0
520	KANKAKEE	19	50,316	2,648	46	113,394	2,465	4	10,286	2,572
501	KASKASKIA	32	182,876	5,715	51	279,943	5,489	0	0	0
523	KISHWAUKEE	19	40,558	2,135	69	151,760	2,199	0	0	0
532	LAKE COUNTY	48	145,362	3,028	160	125,992	787	0	0	0
517	LAKE LAND	19	67,268	3,540	76	253,066	3,330	7	23,122	3,303
536	LEWIS & CLARK	23	62,949	2,737	79	192,008	2,430	0	0	0
526	LINCOLN LAND	30	86,932	2,898	117	298,634	2,552	0	0	0
530	LOGAN	21	80,557	3,836	77	290,313	3,770	0	0	0
528	MC HENRY	25	160,511	6,420	54	283,401	5,248	0	0	0
524	MORAINE VALLEY	26	135,726	5,220	168	899,641	5,355	21	125,633	5,983
527	MORTON	14	60,753	4,340	54	216,295	4,005	0	0	0
535	OAKTON	29	146,288	5,044	129	532,523	4,128	0	0	0
505	PARKLAND	38	184,399	4,853	127	563,340	4,436	0	0	0
515	PRAIRIE STATE	14	64,683	4,620	79	294,196	3,724	0	0	0
521	REND LAKE	25	61,174	2,447	42	95,084	2,263	16	35,276	2,205
537	RICHLAND	17	75,823	4,460	44	159,574	3,627	0	0	0
511	ROCK VALLEY	42	173,548	4,132	125	500,014	4,000	7	26,708	3,815
518	SANDBURG	13	39,324	3,025	49	151,457	3,091	0	0	0
506	SAUK VALLEY	8	37,086	4,636	47	186,612	3,970	1	4,939	4,939
531	SHAWNEE	11	8,924	811	28	22,470	803	1	361	361
510	SOUTH SUBURBAN	28	124,942	4,462	104	354,462	3,408	0	0	0
533	SOUTHEASTERN	15	79,538	5,303	46	87,983	1,913	1	2,172	2,172
534	SPOON RIVER	14	45,453	3,247	33	104,164	3,156	0	0	0
601	STATE COMM. COLL.	DNA			DNA			DNA		
504	TRITON	31	225,281	7,267	214	1,119,953	5,233	0	0	0
516	WAUBONSEE	25	149,029	5,961	58	312,922	5,395	0	0	0
539	WOOD	16	45,357	2,835	1	2,507	2,507	35	90,481	2,585
		942	4,085,182	4,337	3,425	13,189,088	3,851	123	408,013	3,317

DNA = Data Not Available

Illinois Community College Board

Table 21

FISCAL YEAR 1991 ANNUAL COST OF FRINGE BENEFITS
FOR FULL-TIME EMPLOYEES AT ILLINOIS PUBLIC COMMUNITY COLLEGES

		9-Month Other Prof. Staff			12-Month Other Prof. Staff			Classified Staff		
		Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employee	Number	Total Cost	Cost Per Employe
522	BELLEVILLE	4	10,249	2,562	9	48,420	5,380	121	444,111	3,670
503	BLACK HAWK	5	18,784	3,357	4	14,483	3,621	205	757,416	3,695
508	CHICAGO	DNA			DNA			DNA		
507	DANVILLE	6	13,988	2,331	19	47,432	2,496	93	249,130	2,679
502	DUPAGE	26	133,273	5,126	0	0	0	393	2,075,362	5,281
509	ELGIN	9	17,369	1,930	0	0	0	135	252,493	1,870
512	HARPER	22	92,226	4,192	0	0	0	345	1,427,955	4,139
519	HIGHLAND	0	0	0	30	97,333	3,244	54	168,100	3,113
514	ILLINOIS CENTRAL	7	27,256	3,894	26	105,270	4,049	168	686,443	4,086
529	ILLINOIS EASTERN	0	0	0	40	90,738	2,268	101	245,347	2,429
513	ILLINOIS VALLEY	4	12,000	3,000	10	59,957	5,996	67	159,965	2,388
525	JOLIET	9	38,722	4,302	0	0	0	150	690,212	4,601
520	KANKAKEE	0	0	0	34	84,470	2,484	61	156,293	2,562
501	KASKASKIA	5	27,693	5,539	0	0	0	41	205,052	5,001
523	KISHWAUKEE	8	14,850	1,856	22	47,151	2,143	59	126,279	2,140
532	LAKE COUNTY	16	15,754	985	3	7,750	2,583	150	349,200	2,328
517	LAKE LAND	9	31,248	3,472	16	52,987	3,312	64	204,930	3,202
536	LEWIS & CLARK	0	0	0	37	94,547	2,555	54	130,253	2,412
526	LINCOLN LAND	9	21,475	2,386	3	7,623	2,541	90	234,046	2,601
530	LOGAN	0	0	0	13	47,403	3,646	64	214,999	3,359
528	MC HENRY	9	48,427	5,381	20	100,505	5,025	47	212,567	4,523
524	MORAINE VALLEY	22	116,674	5,303	57	312,034	5,474	157	841,035	5,357
527	MORTON	0	0	0	0	0	0	8	33,758	4,019
535	OAKTON	23	87,075	3,786	0	0	0	217	837,853	3,861
505	PARKLAND	9	33,972	3,775	31	111,016	3,581	98	382,364	3,775
515	PRAIRIE STATE	5	15,375	3,075	0	0	0	79	260,222	3,294
521	REND LAKE	4	9,065	2,266	23	51,573	2,242	47	126,960	2,701
537	RICHLAND	0	0	0	18	69,596	3,866	54	158,409	2,934
511	ROCK VALLEY	5	15,354	3,071	25	98,934	3,957	133	539,402	4,056
518	SANDBURG	4	11,735	2,934	8	22,242	2,780	50	152,871	3,057
506	SAUK VALLEY	3	10,538	3,513	9	36,896	4,100	50	169,979	3,400
531	SHAWNEE	0	0	0	11	7,393	672	23	15,205	661
510	SOUTH SUBURBAN	13	45,630	3,510	0	0	0	139	520,356	3,744
533	SOUTHEASTERN	5	21,590	4,318	7	21,721	3,103	35	59,507	1,700
534	SPOON RIVER	1	2,819	2,819	13	40,882	3,145	33	107,925	3,270
601	STATE COMM. COLL.	DNA			DNA			DNA		
504	TRITON	0	0	0	0	0	0	290	1,491,835	5,144
516	WAUBONSEE	3	14,887	4,962	0	0	0	92	517,178	5,622
539	WOOD	0	0	0	21	54,356	2,588	39	84,836	2,175
		245	906,028	3,698	509	1,732,712	3,404	4,004	15,269,848	3,813

DNA = Data Not Available

BEST COPY AVAILABLE

Section X

FISCAL YEAR 1992 MEAN PERCENTAGE SALARY INCREASES FOR FACULTY, OTHER (NONTEACHING) PROFESSIONAL STAFF, ADMINISTRATIVE STAFF, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 22 summarizes fiscal year 1992 weighted average percentage salary increases of full-time faculty, other (nonteaching) professional staff, administrative staff, and classified staff.

The mean percentage salary increases for each classification of employees at each community college district reporting data are shown in Table 23.

Table 22

SUMMARY OF FISCAL YEAR 1992 MEAN PERCENTAGE SALARY INCREASES FOR ADMINISTRATIVE, FACULTY, OTHER (NONTEACHING) PROFESSIONAL, AND CLASSIFIED STAFF AT ILLINOIS PUBLIC COMMUNITY COLLEGES

	Weighted Mean Percentage Salary Increases*		
	Low	High	State Average
Administrative	1.1%	10.7%	6.4%
Faculty (9 Months)	4.0%	13.2%	7.1%
Faculty (12 Months)	0.0%	9.9%	5.8%
Other (Nonteaching) Professional (9 Months)	0.0%	13.3%	7.9%
Other (Nonteaching) Professional (12 Months)	1.7%	10.7%	6.9%
Classified	0.0%	10.5%	6.9%

*Does not include districts with missing data.

Illinois Community College Board

Table 23

FISCAL YEAR 1992 AVERAGE SALARY INCREASES

		Admin.	Teaching Faculty 9 Mos.	Teaching Faculty 12 Mos.	Other Prof. 9 Mos.	Other Prof. 12 Mos.	Classified
522	BELLEVILLE	4.0 %	7.0 %	9.0 %	7.0 %	8.0 %	8.0 %
503	BLACK HAWK	4.1	6.1	5.2	6.2	6.2	4.2
508	CHICAGO	7.0	6.6	–	–	7.4	10.5
507	DANVILLE	5.0	4.0	4.0	4.0	5.0	DNA
502	DUPAGE	9.8	13.2	–	13.3	–	8.6
509	ELGIN	8.0	12.0	–	11.0	–	10.0
512	HARPER	7.5	7.8	6.5	8.0	–	6.3
519	HIGHLAND	6.4	DNA	–	–	5.4	DNA
514	ILLINOIS CENTRAL	6.6	6.2	–	5.6	6.2	5.4
529	ILLINOIS EASTERN	5.1	5.3	0.0	0.0	5.0	5.3
513	ILLINOIS VALLEY	5.8	6.5	–	6.5	5.6	4.5
525	JOLIET	DNA	DNA	DNA	DNA	DNA	DNA
520	KANKAKEE	6.8	6.8	6.5	–	6.7	7.3
501	KASKASKIA	7.0	7.0	–	7.0	–	4.0
523	KISHWAUKEE	5.0	5.2	–	5.0	4.8	5.0
532	LAKE COUNTY	10.7	8.0	–	8.0	10.7	6.6
517	LAKE LAND	4.8	4.5	3.8	6.7	6.2	4.3
536	LEWIS & CLARK	6.2	5.7	–	–	5.0	5.1
526	LINCOLN LAND	5.0	6.7	–	6.8	1.7	3.6
530	LOGAN	5.6	7.0	–	–	5.9	7.0
528	MC HENRY	9.3	9.4	–	10.7	7.9	8.2
524	MORAINE VALLEY	6.8	8.3	7.0	8.6	7.8	6.0
527	MORTON	7.7	6.9	–	5.9	–	8.3
535	OAKTON	6.9	7.0	–	7.0	–	7.0
505	PARKLAND	4.9	5.4	–	DNA	DNA	DNA
515	PRAIRIE STATE	5.1	5.1	–	5.1	–	5.3
521	REND LAKE	6.0	9.0	7.0	8.0	6.0	7.0
537	RICHLAND	1.1	6.2	–	–	4.7	0.0
511	ROCK VALLEY	6.8	6.5	8.1	6.2	6.7	6.5
518	SANDBURG	DNA	DNA	DNA	DNA	DNA	DNA
506	SAUK VALLEY	7.5	7.0	7.0	7.1	7.6	6.7
531	SHAWNEE	2.3	7.1	7.0	–	5.8	6.3
510	SOUTH SUBURBAN	6.4	6.1	–	6.1	–	6.6
533	SOUTHEASTERN	7.1	7.5	9.9	12.9	8.5	5.9
534	SPOON RIVER	6.1	5.6	–	5.6	3.5	DNA
601	STATE COMM. COLL.	DNA	DNA	DNA	DNA	DNA	DNA
504	TRITON	2.7	7.9	–	8.0	–	4.9
516	WAUBONSEE	5.9	5.1	–	5.0	–	6.0
539	WOOD	5.4	5.0	5.8	–	5.7	6.0
	PRELIMINARY AVERAGES	6.4 %	7.1 %	5.8 %	7.9 %	6.9 %	6.9 %

DNA = Data Not Available

– = Not Applicable

Section XI

FISCAL YEAR 1991 AVERAGE TOTAL SALARY ACTUALLY PAID AT ILLINOIS PUBLIC COMMUNITY COLLEGES

Table 24 compares the contractual base salaries reported for fiscal year 1991 and the average total salaries paid to full-time faculty in fiscal year 1991. The fiscal year 1991 average total salary actually paid salaries include all overloads and compensation for extra assignments paid to full-time faculty from July 1, 1990 to June 30, 1991.

The state average total fiscal year salary paid to faculty in fiscal year 1991 for those districts reporting data is $6,914 more than the state average academic year (9 months) contractual salary for full-time teaching faculty in fiscal year 1991. An analysis of total faculty salary is important because some community colleges make an extra effort to ensure that the full-time faculty have first chance at overload classes and extra assignments prior to hiring part-time faculty.

Table 25 contains the fiscal year 1991 average total salary actually paid to administrators, other (nonteaching) professionals, and classified staff.

Illinois Community College Board

Table 24

A COMPARISON OF FISCAL YEAR 1991 CONTRACTUAL BASE SALARIES
AND FISCAL YEAR 1991 AVERAGE TOTAL SALARY ACTUALLY PAID

		FY 1991 Full-time Average Faculty Contractual Base Salary	FY 1991 Full-time Average Faculty Total Salary	Dollar Difference	Percent Difference
522	BELLEVILLE	$41,990	$52,099	$10,109	24.1%
503	BLACK HAWK	34,558	36,383	$1,825	5.3%
508	CHICAGO	45,990	52,234	$6,244	13.6%
507	DANVILLE	31,377	35,073	$3,696	11.8%
502	DUPAGE	43,428	53,048	$9,620	22.2%
509	ELGIN	40,900	51,964	$11,064	27.1%
512	HARPER	47,688	56,509	$8,821	18.5%
519	HIGHLAND	30,677	37,935	$7,258	23.7%
514	ILLINOIS CENTRAL	36,469	44,616	$8,147	22.3%
529	ILLINOIS EASTERN	28,335	36,875	$8,540	30.1%
513	ILLINOIS VALLEY	34,071	38,828	$4,757	14.0%
525	JOLIET	41,418	49,892	$8,474	20.5%
520	KANKAKEE	31,901	35,976	$4,075	12.8%
501	KASKASKIA	32,226	37,307	$5,081	15.8%
523	KISHWAUKEE	30,944	35,718	$4,774	15.4%
532	LAKE COUNTY	50,712	59,642	$8,930	17.6%
517	LAKE LAND	32,554	37,876	$5,322	16.3%
536	LEWIS & CLARK	37,726	41,604	$3,878	10.3%
526	LINCOLN LAND	40,300	43,659	$3,359	8.3%
530	LOGAN	34,950	41,417	$6,467	18.5%
528	MC HENRY	36,723	43,096	$6,373	17.4%
524	MORAINE VALLEY	40,146	53,370	$13,224	32.9%
527	MORTON	43,327	45,249	$1,922	4.4%
535	OAKTON	47,930	56,156	$8,226	17.2%
505	PARKLAND	38,082	43,048	$4,966	13.0%
515	PRAIRIE STATE	37,549	42,887	$5,338	14.2%
521	REND LAKE	32,528	40,158	$7,630	23.5%
537	RICHLAND	33,548	40,164	$6,616	19.7%
511	ROCK VALLEY	38,009	42,488	$4,479	11.8%
518	SANDBURG	31,882	35,891	$4,009	12.6%
506	SAUK VALLEY	30,653	38,285	$7,632	24.9%
531	SHAWNEE	30,686	36,038	$5,352	17.4%
510	SOUTH SUBURBAN	40,197	50,347	$10,150	25.3%
533	SOUTHEASTERN	32,958	35,805	$2,847	8.6%
534	SPOON RIVER	32,199	36,185	$3,986	12.4%
601	STATE COMM. COLL.	31,434	DNA		
504	TRITON	45,023	47,449	$2,426	5.4%
516	WAUBONSEE	37,763	42,257	$4,494	11.9%
539	WOOD	20,045	28,553	$8,508	42.4%
	TOTAL/AVERAGES	$40,434	$47,348	$6,914	17.1%

DNA = Data Not Available

Illinois Community College Board

Table 25

FISCAL YEAR 1991 AVERAGE TOTAL SALARY ACTUALLY PAID FOR ADMINISTRATORS, OTHER PROFESSIONALS, AND CLASSIFIED STAFF

		Admin.	Other Profess.	Classified
522	BELLEVILLE	$41,348	$50,619	$18,661
503	BLACK HAWK	52,992	34,545	21,870
508	CHICAGO	48,616	28,912	25,393
507	DANVILLE	45,964	25,630	16,511
502	DUPAGE	63,423	58,889	25,604
509	ELGIN	41,458	49,103	21,855
512	HARPER	61,453	49,642	DNA
519	HIGHLAND	46,288	22,640	16,396
514	ILLINOIS CENTRAL	54,611	35,279	22,082
529	ILLINOIS EASTERN	36,374	29,246	18,024
513	ILLINOIS VALLEY	48,441	35,861	19,280
525	JOLIET	42,158	47,616	22,872
520	KANKAKEE	46,571	21,364	15,675
501	KASKASKIA	37,102	38,785	18,991
523	KISHWAUKEE	47,667	27,630	16,895
532	LAKE COUNTY	55,923	46,157	24,665
517	LAKE LAND	41,074	27,816	17,949
536	LEWIS & CLARK	43,679	24,362	20,331
526	LINCOLN LAND	47,036	44,042	20,293
530	LOGAN	50,851	39,631	18,457
528	MC HENRY	45,126	29,302	19,467
524	MORAINE VALLEY	56,232	32,329	19,138
527	MORTON	55,293	50,683	21,337
535	OAKTON	61,606	51,867	24,370
505	PARKLAND	49,774	32,633	21,419
515	PRAIRIE STATE	46,500	49,177	19,586
521	REND LAKE	45,295	23,774	19,376
537	RICHLAND	47,384	27,580	16,112
511	ROCK VALLEY	43,311	36,364	20,664
518	SANDBURG	40,946	25,789	16,611
506	SAUK VALLEY	54,277	34,391	18,180
531	SHAWNEE	37,484	20,165	14,321
510	SOUTH SUBURBAN	55,172	44,136	17,510
533	SOUTHEASTERN	41,366	30,576	14,869
534	SPOON RIVER	42,407	23,161	17,658
601	STATE COMM. COLL.	DNA	DNA	DNA
504	TRITON	50,285	38,390	20,717
516	WAUBONSEE	49,835	43,764	22,715
539	WOOD	42,996	27,275	17,922
	AVERAGES	$48,624	$31,630	$20,085

DNA = Data Not Available

Section XII

STATEWIDE AVERAGE ANNUAL CONTRACTUAL SALARIES AND AVERAGE ANNUAL CONTRACTUAL PERCENTAGE INCREASES IN ILLINOIS PUBLIC COMMUNITY COLLEGES FOR FISCAL YEARS 1988 TO 1992

Table 26 contains statewide average annual contractual salaries for Illinois public community college faculty (9 and 12 month), administrators (12 month), and other (nonteaching) professionals (9 and 12 month) for the last five fiscal years. Table 27 presents five years' worth of statewide average annual contractual salary percentage increase data for the same employee groups. Please be advised that analysis of these data are problematic because all colleges, due to negotiations or unforeseen problems, do not submit salary survey data every year.

Illinois Community College Board

Table 26

STATEWIDE AVERAGE CONTRACTUAL SALARIES FOR
FACULTY, ADMINISTRATORS, AND OTHER (NONTEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 1988 TO 1992*

	FY 1988	FY 1989	FY 1990	FY 1991	FY 1992
Faculty (9 Month)	$34,306	$36,198	$38,124	$40,434	$42,958
Faculty (12 Month)	29,356	33,520	34,783	36,381	37,320
Administrators (12 Month)	39,776	41,125	43,881	44,925	49,884
Other Professionals (9 Month)	33,726	35,693	35,466	39,887	40,726
Other Professionals (12 Month)	24,604	25,033	27,024	27,622	28,492

Table 27

STATEWIDE AVERAGE PERCENTAGE INCREASE IN CONTRACTUAL SALARIES FOR
CONTINUING FACULTY, ADMINISTRATORS, AND OTHER (NONTEACHING) PROFESSIONALS
IN ILLINOIS PUBLIC COMMUNITY COLLEGES
FISCAL YEARS 1988 TO 1992*

	FY 1988	FY 1989	FY 1990	FY 1991	FY 1992
Faculty (9 Month)	6.0%	6.2%	6.7%	6.9%	7.1%
Faculty (12 Month)	4.9%	5.4%	6.7%	6.6%	5.8%
Administrators (12 Month)	5.8%	5.9%	6.6%	6.7%	6.4%
Other Professionals (9 Month)	5.9%	6.2%	6.7%	6.0%	7.9%
Other Professionals (12 Month)	5.1%	6.0%	6.7%	7.0%	6.9%

*Due principally to extensive negotiations not all colleges submitted salary survey data for every year reported in this table.

SOURCE OF DATA: Fall 1987 to Fall 1991 ICCB Salary Survey Reports.

ERIC Clearinghouse for
Junior Colleges
JAN 31 1992